

PATENT COOPERATION TREATY

From the INTERNATIONAL SEARCHING AUTHORITY

To:
KEVIN R. ERDMAN
BAKER & DANIELS
300 N. MERIDIAN STREET
SUITE 2700
INDIANAPOLIS, IN 46204

PCT

NOTIFICATION OF TRANSMITTAL OF
THE INTERNATIONAL SEARCH REPORT AND
THE WRITTEN OPINION OF THE INTERNATIONAL
SEARCHING AUTHORITY, OR THE DECLARATION

(PCT Rule 44.1)

Applicant's or agent's file reference CHORUS-P007.WO	Date of mailing (day/month/year) 30 JUN 2005
International application No. PCT/US04/11461	International filing date (day/month/year) 14 April 2004 (14.04.2004)
Applicant CHORUS, INC.	

1. ☒ The applicant is hereby notified that the international search report and the written opinion of the International Searching Authority have been established and are transmitted herewith.

Filing of amendments and statement under Article 19:

The applicant is entitled, if he so wishes, to amend the claims of the international application (see Rule 46):

When? The time limit for filing such amendments is normally two months from the date of transmittal of the international search report.

Where? Directly to the International Bureau of WIPO, 34 chemin des Colombettes
1211 Geneva 20, Switzerland, Facsimile No.: +41 22 740 14 35

For more detailed instructions, see the notes on the accompanying sheet.

2. ☐ The applicant is hereby notified that no international search report will be established and that the declaration under Article 17(2)(a) to that effect and the written opinion of the International Searching Authority are transmitted herewith.
3. ☐ With regard to the protest against payment of (an) additional fee(s) under Rule 40.2, the applicant is notified that:
- ☐ the protest together with the decision thereon has been transmitted to the International Bureau together with the applicant's request to forward the texts of both the protest and the decision thereon to the designated Offices.
- ☐ no decision has been made yet on the protest; the applicant will be notified as soon as a decision is made.

4. **Reminders**

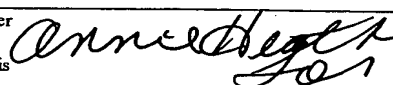
Shortly after the expiration of **18 months** from the priority date, the international application will be published by the International Bureau. If the applicant wishes to avoid or postpone publication, a notice of withdrawal of the international application, or of the priority claim, must reach the International Bureau as provided in Rules 90bis.1 and 90bis.3, respectively, before the completion of the technical preparations for international publication.

The applicant may submit comments on an informal basis on the written opinion of the International Searching Authority to the International Bureau. The International Bureau will send a copy of such comments to all designated Offices unless an international preliminary examination report has been or is to be established. These comments would also be made available to the public but not before the expiration of 30 months from the priority date.

Within **19 months** from the priority date, but only in respect of some designated Offices, a demand for international preliminary examination must be filed if the applicant wishes to postpone the entry into the national phase until **30 months** from the priority date (in some Offices even later); otherwise, the applicant must, within **20 months** from the priority date, perform the prescribed acts for entry into the national phase before those designated Offices.

In respect of other designated Offices, the time limit of **30 months** (or later) will apply even if no demand is filed within 19 months.

See the Annex to Form PCT/IB/301 and, for details about the applicable time limits, Office by Office, see the *PCT Applicant's Guide*, Volume II, National Chapters and the WIPO Internet site.

Name and mailing address of the ISA/ US Mail Stop PCT, Attn: ISA/US Commissioner for Patents P.O. Box 1450 Alexandria, Virginia 22313-1450 Facsimile No. (703) 305-3230	Authorized officer Chanda L. Harris  Telephone No. 703-308-1148
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PATENT COOPERATION TREATY

PCT

INTERNATIONAL SEARCH REPORT

(PCT Article 18 and Rules 43 and 44)

Applicant's or agent's file reference CHORUS-P007.WO	FOR FURTHER ACTION <div style="font-size: small; text-align: right;">see Form PCT/ISA/220 as well as, where applicable, item 5 below.</div>	
International application No. PCT/US04/11461	International filing date (<i>day/month/year</i>) 14 April 2004 (14.04.2004)	(Earliest) Priority Date (<i>day/month/year</i>) 14 April 2003 (14.04.2003)
Applicant CHORUS, INC.		

This international search report has been prepared by this International Searching Authority and is transmitted to the applicant according to Article 18. A copy is being transmitted to the International Bureau.

This international search report consists of a total of 3 sheets.



It is also accompanied by a copy of each prior art document cited in this report.

1. Basis of the Report

- a. With regard to the **language**, the international search was carried out on the basis of the international application in the language in which it was filed, unless otherwise indicated under this item.



The international search was carried out on the basis of a translation of the international application furnished to this Authority (Rule 23.1(b)).



- b. With regard to any **nucleotide and/or amino acid sequence** disclosed in the international application, see Box No. I.

2. ☐ Certain claims were found unsearchable (See Box No. II)

3. ☐ Unity of invention is lacking (See Box No. III)

4. With regard to the **title**,



the text is approved as submitted by the applicant.



the text has been established by this Authority to read as follows:

5. With regard to the **abstract**,



the text is approved as submitted by the applicant.



the text has been established, according to Rule 38.2(b), by this Authority as it appears in Box No. IV. The applicant may, within one month from the date of mailing of this international search report, submit comments to this Authority.

6. With regard to the **drawings**,

- a. the figure of the drawings to be published with the abstract is Figure No. 1



as suggested by the applicant.



as selected by this Authority, because the applicant failed to suggest a figure.



as selected by this Authority, because this figure better characterizes the invention.



- b. none of the figures is to be published with the abstract

INTERNATIONAL SEARCH REPORT

International application No.

PCT/US04/11461

Box IV TEXT OF THE ABSTRACT (Continuation of Item 5 of the first sheet)

The technical features mentioned in the abstract do not include a reference sign between parentheses (PCT Rule 8.1(d)).

The present invention involves an analytical method of providing human capital management in an organization which includes a plurality of individuals. The method (Figure 1) involves the steps of: providing individual capability tests each having a plurality of questions; obtaining responses to the questions from the individual to be evaluated; and cross-referencing the questions according to a predetermined criteria to create a comprehensive individual capability evaluation. The cross-referencing step includes creating one or more hallmark analysis within the comprehensive individual capability evaluation, each hallmark analysis relating to a specific quality of the individual. The predetermined criteria relates to one of the set of personal attributes including: Integrity, Continuous Learning, Speed/Initiative, Energized Team-building, Quality/Customer Oriented, Extraordinary Results, Effective Communication, Financial Literacy, Strategic Focus, and Emotional Maturity.

INTERNATIONAL SEARCH REPORT

International application No.

PCT/US04/11461

A. CLASSIFICATION OF SUBJECT MATTER

IPC(7) : G09B 07/00, 19/00

US CL : 434/219, 322, 323, 236, 350, 362

According to International Patent Classification (IPC) or to both national classification and IPC.

B. FIELDS SEARCHED

Minimum documentation searched (classification system followed by classification symbols)

U.S. : 434/219, 322, 323, 236, 350, 362

Documentation searched other than minimum documentation to the extent that such documents are included in the fields searched
EAST

Electronic data base consulted during the international search (name of data base and, where practicable, search terms used)
search terms: capability, test, evaluation, competence, personality

C. DOCUMENTS CONSIDERED TO BE RELEVANT

Category *	Citation of document, with indication, where appropriate, of the relevant passages	Relevant to claim No.
X	US 2002/0045154 A1 (WOOD et al) 18 April 2002, See entire document.	1-9
A	US 5,326,270 A (Ostby et al.) 5 July 1994, See entire document.	
A	US 6,159,015 A (BUFFINGTON et al) 12 December 2000, See entire document.	
A	US 6,030,226 A (HERSH) 29 February 2000, See entire document.	
A	US 6,375,470 B1 (ROHAN) 23 April 2002, See entire document.	

☐ Further documents are listed in the continuation of Box C.

☐ See patent family annex.

* Special categories of cited documents:

"A" document defining the general state of the art which is not considered to be of particular relevance

"E" earlier application or patent published on or after the international filing date

"L" document which may throw doubts on priority claim(s) or which is cited to establish the publication date of another citation or other special reason (as specified)

"O" document referring to an oral disclosure, use, exhibition or other means

"P" document published prior to the international filing date but later than the priority date claimed

"T"

later document published after the international filing date or priority date and not in conflict with the application but cited to understand the principle or theory underlying the invention

"X"

document of particular relevance; the claimed invention cannot be considered novel or cannot be considered to involve an inventive step when the document is taken alone

"Y"

document of particular relevance; the claimed invention cannot be considered to involve an inventive step when the document is combined with one or more other such documents, such combination being obvious to a person skilled in the art

"&"

document member of the same patent family

Date of the actual completion of the international search

27 May 2005 (27.05.2005)

Date of mailing of the international search report

30 JUN 2005

Name and mailing address of the ISA/US

Mail Stop PCT, Attn: ISA/US
Commissioner for Patents
P.O. Box 1450
Alexandria, Virginia 22313-1450

Facsimile No. (703) 305-3230

Authorized officer

Chanda L. Harris

Telephone No. 703-308-1148

PATENT COOPERATION TREATY

From the
INTERNATIONAL SEARCHING AUTHORITY

To:
KEVIN R. ERDMAN
BAKER & DANIELS
300 N. MERIDIAN STREET
SUITE 2700
INDIANAPOLIS, IN 46204

PCT

WRITTEN OPINION OF THE
INTERNATIONAL SEARCHING AUTHORITY

(PCT Rule 43bis.1)

Applicant's or agent's file reference CHORUS-P007.WO		Date of mailing (day/month/year) 30 JUN 2005
		FOR FURTHER ACTION See paragraph 2 below
International application No. PCT/US04/11461	International filing date (day/month/year) 14 April 2004 (14.04.2004)	Priority date (day/month/year) 14 April 2003 (14.04.2003)
International Patent Classification (IPC) or both national classification and IPC IPC(7): G09B 07/00, 19/00 and US Cl.: 434/219, 322, 323, 236, 350, 362		
Applicant CHORUS, INC.		

1. This opinion contains indications relating to the following items:

- ☒ Box No. I Basis of the opinion
- ☐ Box No. II Priority
- ☐ Box No. III Non-establishment of opinion with regard to novelty, inventive step and industrial applicability
- ☐ Box No. IV Lack of unity of invention
- ☒ Box No. V Reasoned statement under Rule 43bis.1(a)(i) with regard to novelty, inventive step or industrial applicability; citations and explanations supporting such statement
- ☐ Box No. VI Certain documents cited
- ☐ Box No. VII Certain defects in the international application
- ☐ Box No. VIII Certain observations on the international application

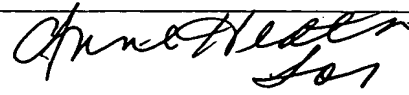
2. FURTHER ACTION

If a demand for international preliminary examination is made, this opinion will be considered to be a written opinion of the International Preliminary Examining Authority ("IPEA") except that this does not apply where the applicant chooses an Authority other than this one to be the IPEA and the chosen IPEA has notified the International Bureau under Rule 66.1bis(b) that written opinions of this International Searching Authority will not be so considered.

If this opinion is, as provided above, considered to be a written opinion of the IPEA, the applicant is invited to submit to the IPEA a written reply together, where appropriate, with amendments, before the expiration of 3 months from the date of mailing of Form PCT/ISA/220 or before the expiration of 22 months from the priority date, whichever expires later.

For further options, see Form PCT/ISA/220.

3. For further details, see notes to Form PCT/ISA/220.

Name and mailing address of the ISA/ US Mail Stop PCT, Attn: ISA/US Commissioner for Patents P.O. Box 1450 Alexandria, Virginia 22313-1450 Facsimile No. (703) 305-3230	Authorized officer Chanda L. Harris  Telephone No. 703-308-1148
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**WRITTEN OPINION OF THE
INTERNATIONAL SEARCHING AUTHORITY**

International application No.

PCT/US04/11461

Box No. I Basis of this opinion

1. With regard to the **language**, this opinion has been established on the basis of the international application in the language in which it was filed, unless otherwise indicated under this item.

☐ This opinion has been established on the basis of a translation from the original language into the following language _____, which is the language of a translation furnished for the purposes of international search (under Rules 12.3 and 23.1(b)).

2. With regard to any **nucleotide and/or amino acid sequence** disclosed in the international application and necessary to the claimed invention, this opinion has been established on the basis of:

a. type of material

☐ a sequence listing

☐ table(s) related to the sequence listing

b. format of material

☐ in written format

☐ in computer readable form

c. time of filing/furnishing

☐ contained in international application as filed.

☐ filed together with the international application in computer readable form.

☐ furnished subsequently to this Authority for the purposes of search.

3. ☐ In addition, in the case that more than one version or copy of a sequence listing and/or table relating thereto has been filed or furnished, the required statements that the information in the subsequent or additional copies is identical to that in the application as filed or does not go beyond the application as filed, as appropriate, were furnished.

4. Additional comments:

**WRITTEN OPINION OF THE
INTERNATIONAL SEARCHING AUTHORITY**

International application No.
PCT/US04/11461

Box No. V Reasoned statement under Rule 43 bis.1(a)(i) with regard to novelty, inventive step or industrial applicability; citations and explanations supporting such statement

1. Statement

Novelty (N)	Claims <u>NONE</u>	YES
	Claims <u>1-9</u>	NO
Inventive step (IS)	Claims <u>NONE</u>	YES
	Claims <u>1-9</u>	NO
Industrial applicability (IA)	Claims <u>1-9</u>	YES
	Claims <u>NONE</u>	NO

2. Citations and explanations:

Claims 1-9 lack novelty and inventive step under PCT Article 33(2) as being anticipated by Wood et al. (US 2002/0045154).

[Claims 1,5]: Regarding Claims 1 and 5, Wood discloses means for providing a plurality of individual capability tests, the individual capability tests having a plurality of questions. See p. 16, [0370]. Wood discloses means for obtaining responses to the plurality of questions of each of the plurality of individual capability tests from the individual to be evaluated. See p.16, [0370]. Wood discloses means for cross-referencing the questions according to a predetermined criteria to create a comprehensive individual capability evaluation. See p.17, [0380].

[Claims 2,8]: Regarding Claims 2 and 8, Wood discloses wherein said cross-referencing means includes means for creating a plurality of hallmark analysis within the comprehensive individual capability evaluation, each one of the plurality of hallmark analysis relating to a specific quality (i.e., behavior/action) of the individual. See p.17, [0380].

[Claims 3,7]: Regarding Claims 3 and 7, Wood discloses wherein said predetermined criteria used by said cross-referencing means relates to one of the set of personality attributes including Financial Literacy. See p.17, [0381].

[Claims 4,6]: Regarding Claims 4 and 6, Wood discloses means for creating an individual action plan containing a listing of transformational activities (i.e., recommendations to improve the users trading) for enabling the individual to improve identified area on the comprehensive individual capability evaluation. See p.17, [0380].

[Claim 9]: Regarding Claim 9, Wood discloses wherein said providing step includes using an interactive computer server accessible over a computer network. See Figure 1.